

**One-Time Performance-Based Compensation Plan
Salt Lake Arts Academy
2008-09**

I. Which employees are eligible for performance-based compensation:

All full-time and part-time classroom teachers at the Salt Lake Arts Academy who are on Cactus.

II. What are the criteria for awarding the performance-based compensation?

- In August 2008, individual teachers or departments will identify specific learning outcomes that demonstrate enduring understanding of curricular content and proficiency in related skills. In May 2009, teachers / departments will compile evidence that 85% or more of students have demonstrated sufficient to substantial growth or achievement of identified learning outcomes/skills.
- Teacher demonstrates professional behavior and attitude throughout the year.
- Teacher achieves a “substantial” (4) or “superior” (5) rating on end of year summative evaluation based upon the Professional Teaching Standards.

III. What are the assessments or instruments that will be used to measure / evaluate performance?

- Teachers will collect data that shows that 85% or more of students have demonstrated growth and achievement of identified outcomes. Multiple lines of evidence may include:
 - Student writing
 - Student products / performances
 - Classroom assessments
 - State assessments
 - Awards
- Professional behavior and attitude will be demonstrated by adherence to school policies and procedures; support of school programs; effort that goes beyond “sufficient.”
- The Salt Lake Arts Academy has developed an end of year summative evaluation form that is based upon the Professional Teaching Standards. For each of the 5 standards, a teacher is rated on a 5 point scale:

| | |
|------------------|-----------------|
| 1 = insufficient | 4 = substantial |
| 2 = partial | 5 = superior |
| 3 = sufficient | |

IV. What performance-based compensation will be awarded?

An individual teacher may earn between \$1,000 to \$1,500 depending upon the level of merit established through the criteria listed above.

V. Will the performance-based compensation be based on individual, team, or school-based performance, or a combination of these?

Teachers will be compensated based upon individual performance.

This plan was approved by the Salt Lake Arts Academy Governing Board on June 27, 2008.

Governing Board Chair

Principal